

# Diversity Steering Committee Meeting Summary

## May, 2006

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- This month's guest speaker, Debra Kuffner, reviewed best practices for ensuring an inclusive work environment for Lesbian, Gay, Bisexual and Transgender (LGBT) employees. Debra works with the Scottsdale Chamber of Commerce and has her own consulting business to promote LGBT issues. Some "Best Practices" Debra mentioned include: provide LGBT diversity training, offer domestic partner benefits, include LGBT-owned businesses in the organization's diversity supplier program, recruit and develop LGBT employees, and develop spousal equivalence policy for LGBT employees. Debra commended the city, as 85% of the best practices discussed were already in place. The other 15% will be addressed through the Gay Straight Alliance program soon to be launched by the Diversity Steering Committee.
- Updates from the Diversity Steering Subcommittees:

### **ADA Programming/Training:**

- The Disability Task Force continues its goal of looking at how the city provides access to all of its services and will make recommendations if adjustments are necessary.

### **Suggestions from Employee Task Force Reports:**

- The committee is still brainstorming the creation of an Employee Diversity Dialogue program to give employees an opportunity to voice opinions about the city's performance on diversity issues.
- The committee is discovering that many of the recommendations made in the Task Force reports are covered in other Diversity Steering Subcommittees.

### **Focus on Women's Issues:**

- The committee continues to brainstorm possible responses to glass ceiling issues for women in their various occupations. They would like to see a gender bias section become part of MST.
- The committee has been following up on the research forwarded from previous employee committees on developing a childcare program for employees. The committee has a very positive attitude and feels that a program will be implemented in the near future. They will create a survey to go out to the workforce to assess the specific needs of employees.

**Women's Networking Program:**

- The committee continues to plan WIN (Women In Networking). The program will kick-off with a panel discussion of women in the organization who have been able to rise through the ranks. It will transition into monthly coffee networking.
- The committee expects the program to launch in the Fall of 2006.

**LGBT Networking Program:**

- The committee is working to launch a Gay Straight Alliance in the Fall of 2006. The committee is brainstorming ways to raise awareness of the Alliance and its first session.

**City-wide Recruitment Outreach:**

- The mission of the committee is to look for opportunities to market the City of Tempe, with emphasis on recruiting a highly competent and diverse workforce.
- This committee is an outreach to city departments to form a City-wide Recruitment Team. The recruitment team would be cross-trained on other department's recruitment and job duties. They will also be trained in the people and sensitivity skills needed to attract diverse recruitment clientele.
- The committee will present goals and objectives of the recruitment team to Department Managers to determine which departments will participate. The committee hopes to get representation from every department not only to spread out the costs of recruitment, but also to tap into the strengths that exists in various departments.

**Leadership Development Day:**

- The committee will partner with the Tempe Professional Development Club to host a half-day seminar on the topic of leadership. The seminar would begin at 8:30am, feature a keynote speaker, and culminate with a luncheon and luncheon speaker at 11:30am.
- The committee is looking to secure Marianne Jennings, a professor of legal and ethical studies at WP Carey School of Business at ASU, to give the keynote presentation. Marianne has conducted more than 200 workshops and seminars in the areas of business, personal, government, legal, academic and professional ethics.

- The *Employee Development Program through Mentorship* Orientation was held May 11, 2006. There are 16 pairs for a total of 32 participants in this year's program. The orientation was facilitated by Austin Vickers, president of International Coaching and Training Institute (now called Quantum Horizons). Austin helped participants to reflect on personal and professional goals and to discuss what they hope to gain from the Mentor program. Each participant was given a copy of his coaching program, "Stepping Up Personal Leadership Program." The 6-month program officially begins June 1, 2006. Participants will meet as a collective group mid-way through the program for follow-up and feedback.